

Mass Parks Student Career Intake Program
SCIP FY 2011
Workforce, Relevancy, Stewardship through
Mission Comprehension, Career Exploration, Leadership Development

The Mass Parks Student Career Intake Program, part of the Youth Intern Program, is a partnership that involves Massachusetts NPS sites (Lowell National Historical Park and Boston Harbor Islands NRA) and partners, (Thompson Island Outward Bound Education Center and the University of Vermont) with established experience in youth development. The Massachusetts Student Career Intake Program is an innovative collaborative pilot program that provides a structured progression of career training for local youth from urban and minority communities with the goal of permanent employment in the NPS. Now in the third year of the four year pilot there are eleven students hosted by seven Massachusetts parks employed in interpretation, administration, and facility management.

Director's Goals Met: Workforce, Relevancy, Stewardship

Workforce: Multi-year mentoring experience leading to SCEP appointments and permanent employment with the NPS for candidates directly meeting goals for diversity.

SCEP Conversion to Permanent Position

1. Saoran Roeuth, LOWE, Administrative Support Assistant GS-0303-05/6

STEP Conversion to SCEP

1. Richard Hansen, LOWE, Electrical Trainee, WG-2801-05
2. Nickson Monteiro, SAMA, Administrative Support Assistant, GS-0303-04 (offer made)

STEP Resource Sharing

1. Sarah Martin STEP NEBE worked as STEP VAFO summer 2011

Stewardship and Relevancy:

Youth Journey On the High Seas: *Friendship Sails!* NYC

Partner with YIP from FOMC and GATE

Friendshipnps.wordpress.com

Social Media experimental program. SCIP youth along with Fort McHenry National Monument and Historic Shrine and Gateway National Recreation Area recorded their experiences through social media. The youth were issued smart phones and live-blogged and posted from the field as they engaged in multiple activities prepping for the sail and the Friendship of Salem traveled from Salem, MA to New York, New York.

Advisory Group: Composed of NER Youth Programs Manager, participating park superintendents, program manager, partners from TIOBEC and University of Vermont. Guides processes from recruitment, hiring, sustainability and develops annual program goals.

Parks Involved: Seven. BLAC, BOAF, BOHA, JOFI, LOWE, NEBE, SAMA

Demographics: Eleven youth. African American (3), Hispanic (3) Asian (3), Caucasian (2) in the career fields of maintenance, administration and interpretation.

Partnerships:

Thompson Island Outward Bound Education Center (TIOBEC)

Training Support. Access to trainers offering youth and cultural sensitivity training for park host park support staff.

Representative a member of Advisory Group
Fiscal Agent

The University of Vermont (UVM)

Partners with TIOBEC and CSI to perform upfront and on-going program evaluation. Evaluation tool will provide guidance for the development of successful youth programming for other parks.

Works with Advisory Group and program manager to continue formal evaluation process.

Evaluation:

Conservation Study Institute (CSI)

Work with Advisory Group, program manager, interns and stakeholders to develop a program model assessing program accomplishments, challenges, considerations for further development.

Phase I: Completed and reported to Advisory Group January 2011.

Phase II: In Progress. How do the participants view participation in SCIP as part of desired outcomes of professional development

Phase III: Initial planning stages.

2011 SCIP Interns:

Career Exploration and Mission Comprehension and Relevancy: Traveled to 14 national park and partner sites and met with over 75 permanent and seasonal NPS employees, partners, VIPs and interns representing careers in Law Enforcement, Administration, Management, Interpretation, Education, Maintenance, Traditional Arts, Natural Resources and Cultural Resources.

Stewardship/Leadership projects:

Make the outdoors relevant to today's young people: make it inviting, exciting, and fun. Ensure that all young people have access to outdoor places. Empower and enable youth to work and volunteer in the outdoors. Build upon a base of environmental and outdoor education, both formal and informal.

(A Youth Agenda for America's Great Outdoors, 2011.)

The journey united 40 diverse youth from Youth Intern Programs in urban areas of MA, NY (GATE) and MD (FOMC) to engage in stewardship and leadership development activities to learn from each other in an effort to empower and enable them to work and volunteer in the outdoors. These youth hosted 45 youth from Youth Conservation Corps program and 60 youth from NYC area school programs in MA and NYC to experience the great outdoors in NYC through activities including a once in a lifetime sailing journey on the *Friendship*, through a summit geared towards experiencing the outdoors in NYC through sailing, leadership exercises and camping.

The programs were led by youth employed by the National Park Service who are part of the Youth Intern Program (YIP) in MA, NY and MD. They coached youth members of the Youth Conservation Corps programs in leadership and team building activities and celebration focusing on America's Great Outdoors and how do we make the outdoors relevant to today's youth.